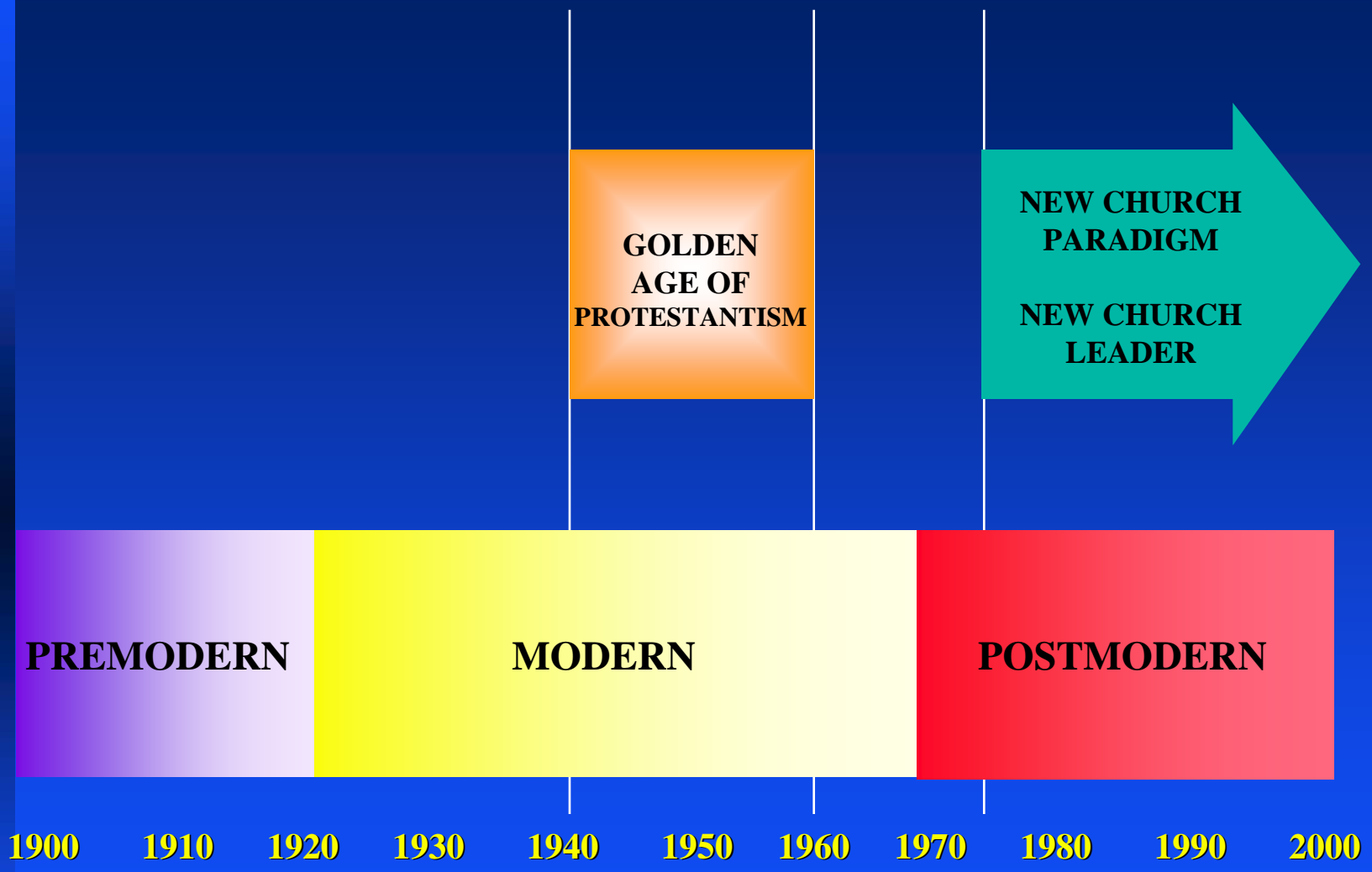


Issues of the Day

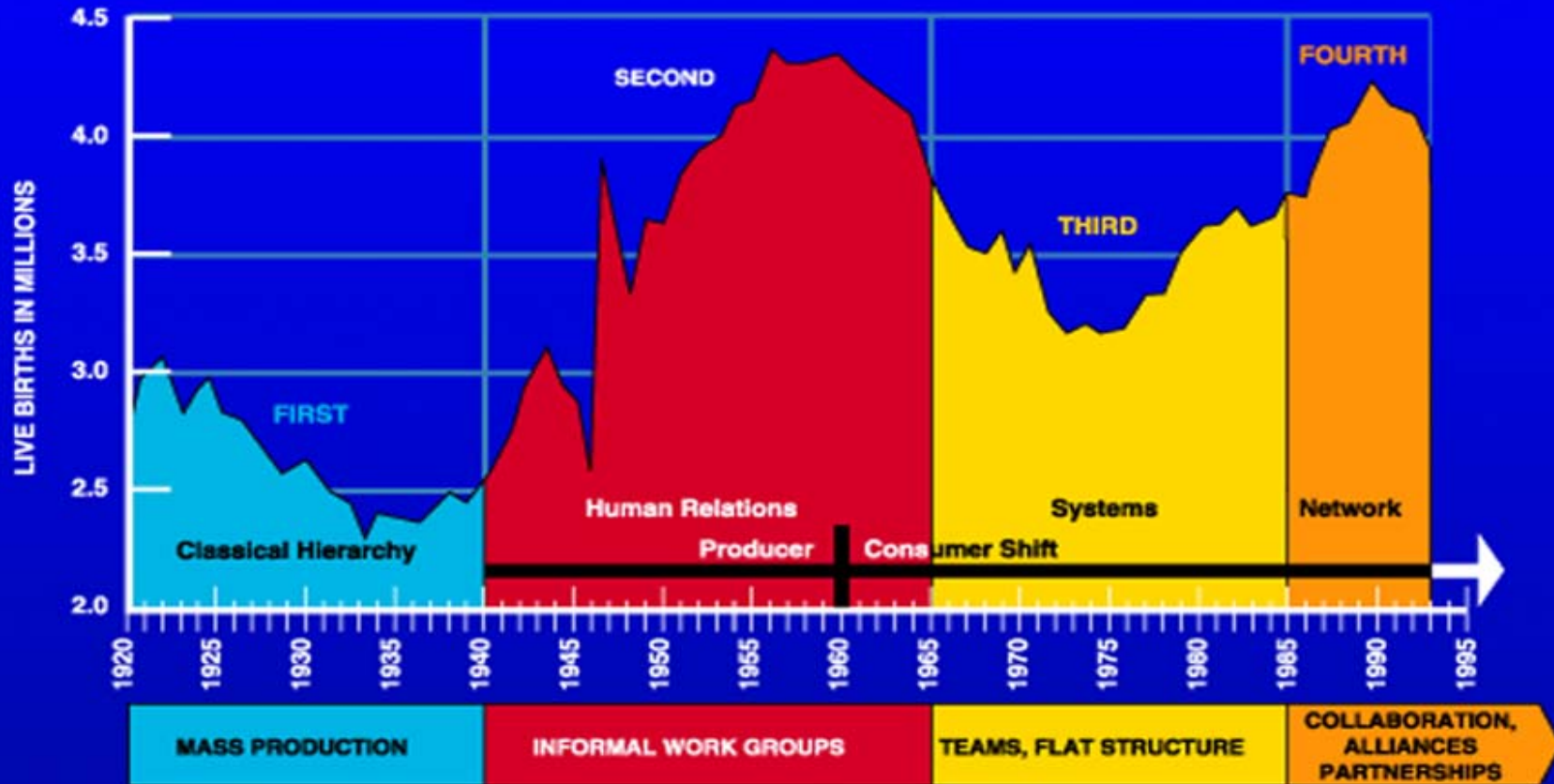
- History in Three Ages
- Modern and Postmodern Organizational Characteristics
- Four Management Blueprints
- Mission and Boundaries
- Three Church Paradigms
- 15 Remarkable Years
- The Growth-Age Dilemma
- The New Leader
- Evaluating Mission for the 21st Century
- Staffing for the 21st Century



Organizational Characteristics

<u>Characteristic</u>	<u>Modern</u>	<u>Postmodern</u>
♦ <i>Driver</i>	■ Profit/Economic based	■ Mission/Purpose based
♦ <i>Leadership</i>	■ Position based	■ Vision and Values
♦ <i>Vision</i>	■ Held only by top officials	■ Shared by everyone in the organization
♦ <i>Form</i>	■ Machine/mechanical	■ Organic/living
♦ <i>Structure</i>	■ Hierarchy, rigid, pyramid	■ Flat, flexible, networked
♦ <i>Perspective</i>	■ Specialization that results in "silos"	■ Cross-functional teams
♦ <i>Emphasis</i>	■ Function	■ Process
♦ <i>Culture</i>	■ Paternalistic	■ Collaborative
♦ <i>Growth</i>	■ Grow big by growing bigger	■ Grow big by growing small
♦ <i>Chief Assets</i>	■ Buildings, machines, capital	■ People, information, expertise
♦ <i>Communication</i>	■ Formal-written memos and reports	■ Informal-oral, electronic
♦ <i>Labor Force Expectations</i>	■ Wages/salary/benefits/retirement	■ In addition, meaning and significance

Four Management Blueprints



- Origin in Industrial Revolution
- Based on control
- Specialization, centralization
- Efficiency

- Role of group in motivation and performance
- Values of labor – management now diverse
- Work ethic begins to shift

“Will I be successful?”

- Human Resources – emphasis on people
- Shared values and beliefs
- Meaning and self-fulfillment

“How can I find personal fulfillment?”

- Management of meaning – shared values, goals, beliefs
- Common vision and mission
- Freedom and autonomy
- Individual excellence with others
- Transformational leadership

Mission and Boundaries

<i>Era</i>	Mission	Boundaries
<i>Premodern</i>	Unclear	Unclear
<i>Modern</i>	Unclear	Clear
<i>Postmodern</i>	Clear	Unclear

<i>Issue</i>	Apostolic Paradigm (1st - 3rd Centuries)	Christendom Paradigm (4th- mid-20th Centuries)	“New Apostolic” Paradigm (Late 20th-21st Centuries)
<i>Driving Forces</i>	Mission, vision, values	Tradition, loyalty, obedience	Mission, core beliefs and values
<i>Mission</i>	Focused on external – reach out to world	Focused on internal-mission was “far away”	Focused on external-the unchurched, the seeker
<i>Structure</i>	Simple, functional, local church centered	Complex, hierarchical, bureaucracy centered	Flexible, contextual local church centered
<i>Relationship to God</i>	Personal, gets lived out in community	Social, corporate, institutional	Individual, experiential
<i>Role of Clergy</i>	Teacher, Equipper	To be the minister, professional	Teacher, Equipper, Coach to build up the disciples
<i>Role of Laity</i>	Active, engaged in mission	Passive, obedient	Active, deployed in mission and ministry
<i>Communication Vehicle</i>	Narrative stories	Print and proclamation, rational argument	Narrative stories and multi-media
<i>Level of Collaboration</i>	High, informal	High, formalized, denominations	High, short term for specific purposes, networks

15 Remarkable Years

YEAR	SENIOR MINISTER	CHURCH	LOCATION	DENOM	STATUS
1969	Tom Wolf	The Church on Brady	Los Angeles, CA	SBC	Existing
1972	John Ed Mathison	Frazer Memorial	Mongomery, AL	UMC	Existing
1972	Dale Galloway	New Hope Community	Portland, OR		Plant
1975	Bill Hybels	Willow Creek Community	South Barrington, IL		Plant
1978	Walt Kallestad	Community Church of Joy	Glendale, AZ	ELCA	Existing
1979	Mike Slaughter	Ginghamsburg	Dayton, OH	UMC	Existing
1980	Rick Warren	Saddleback Valley Community	Mission Viejo, CA	SBC	Plant
1983	Steve Sjogren	Vineyard Community	Cincinnati, OH		Plant
1986	Dieter Zander	New Song Community	West Covina, CA		Plant

The Growth / Age Dilemma



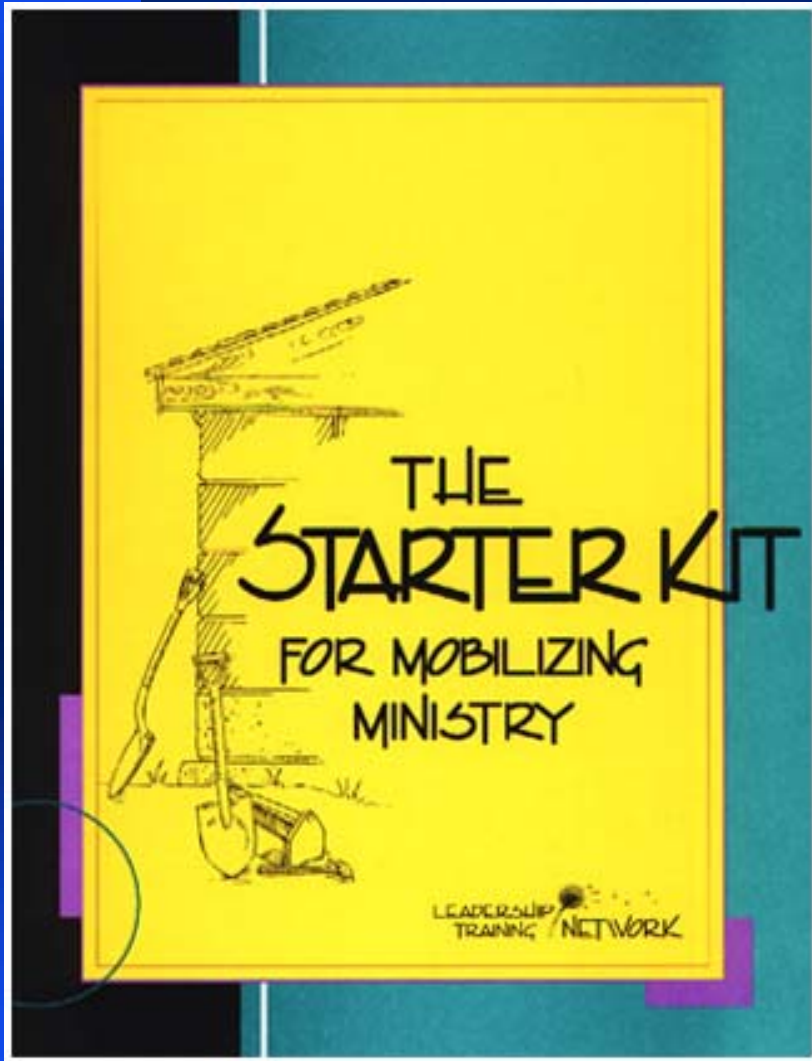
The New Leader

- Leads by vision and values, not position
- Clarifies and articulates purpose and mission
- Is committed to a process of developing people
- Acknowledges the importance of their role as equipper and coach
- Practices life long learning and encourages others to do the same
- Communicates effectively using narrative story
- Possesses skills in leading transition
- Understands the necessity of both inside and outside information
- Fosters a sense of community and connectedness
- Recognizes new opportunities in unbounded systems

Evaluating Mission for the 21st Century

PROJECT	FITS OUR MISSION	RE-FOCUS OUR MISSION	FINISHED OUR MISSION	FUTURE FOR OUR MISSION
1.				
2.				
3.				
4.				
5.				

The Starter Kit For Mobilizing Ministry



■ Most people need support systems and relationships to make any life change. Just knowing their spiritual gifts is not enough. They need tracks to run on with identifiable next steps and milestones along the way.

■ *The Starter Kit for Mobilizing Ministry* is a complete manual of practical suggestions, charts, checklists, forms, discussion guides and more to build those tracks.

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